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Dissertation Notices

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DISSERTATION NOTICES

Jones, Y. (2017). *Toxic leadership: A curriculum to identify and prevent toxic leaders in church ministry in Southwest Dallas, Texas*. Ph.D., Regent University, ProQuest Dissertations Publishing. 10272677.

The purpose of this dissertation, "Toxic Leadership: A Curriculum to Identify and Prevent Toxic Leaders in Church Ministry in Southwest Dallas, Texas," was to research, review, and design a curriculum to help prevent toxic leadership, which the author is concerned about among Christian leaders. It appears that toxic leadership has become more prevalent in society and more tolerable in Christian churches. This project was being researched because toxic leadership destroys and divides biological and church families, individual lives, and a relationship with God. Also, this type of leadership does not build up the kingdom of God. As this research suggested, in Christian leadership positions biblical education must exist to help prevent toxic churches and to assist Christian leaders in avoiding toxic issues within their leadership. The second reason for the project was because God-centered leadership wins souls for the kingdom of God, and every man and woman of God should be concerned about winning souls for Christ.

The first section of the curriculum tool teaches proper Christian leadership, which develops proper Christian authority. Second, before the seminar, a workbook was given to ten panelists with questions for their input, as well as expert opinions regarding the effectiveness of the curriculum to prevent toxic leadership. Third, leaders must understand which elements produce toxic leaders—namely, immaturity, lack of integrity, self-centeredness,

intimidation, and a tendency toward manipulation. The seminar consisted of a lecture and expert panel on preventing toxic leadership. This panel was comprised of two bishops, along with pastors, elders, ministers, and leaders from within the southwest Dallas, Texas area. All information was gathered from each expert concerning their expertise as a Christian leader, which made it possible to complete this dissertation in full.

Garza, O. (2018). *The relationship between leadership style and conflict management style of Christian pastors*. Ed.D., Grand Canyon University, ProQuest Dissertations Publishing. 10793453.

The focus of this quantitative, correlational study was to determine if, and to what extent a relationship exists between the leadership and conflict management styles of Christian pastors. This study was conducted using a targeted population of 300 Christian pastors of denominational and non-denominational churches affiliated with the Fellowship of Christian Athletes, El Paso Youth Ministry Network, and Youth for Christ organizations in El Paso, Texas. The sample used in the study was 84 participants. The theoretical foundations were based on the leadership grid theory and the Thomas-Kilmann conflict management theory. Data for the study was gathered through the Leadership Grid Questionnaire and the Thomas-Kilmann Conflict Mode Instrument to identify leadership style and conflict management style. Four research questions guided the study, and data was analyzed through Pearson's correlation for questions one and three, and simple linear regression for questions two and four. The results of the

study indicated that there is no relationship between the independent variable of people-oriented leadership styles and the dependent variables of competing ($r = -.096$), collaborating ($r = .189$), compromising ($r = -.072$), avoiding ($r = -.047$), and accommodating ($r = .043$) conflict management styles. The study also showed that no relationship exists between the independent variable of production-oriented leadership style and any of the five conflict management styles. Simple linear regression analysis indicated that the independent variables (leadership style) did not predict the dependent variables (conflict management styles) in the study.

Sawyer, W. (2018). *Ontological principles of leadership in Acts 2 and 6:1-7 and their anthropological implications for the constructs of Christian leadership and spirituality in the workplace*. Ph.D., Regent University, ProQuest Dissertations Publishing. 10810283.

This study examined spiritual leadership from a Christian perspective and the relationship of Christian leadership to spirituality in the workplace based on leadership principles gleaned from Acts 2 and 6:1-7. The study drew on sacred and secular spiritual leadership and spirituality in the workplace theories to provide the framework for understanding the concepts. The methodology employed the texture analyses of socio-rhetorical critical methods (Robbins, 1996b) and hermeneutical and exegetical interpretation to reveal eight themes and 11 leadership principles that are ontological in the nature of leadership and anthropological in the context of the workplace as found in the pericope. The research revealed that spiritual leadership that is Christian is distinct-

tive because of the ontological transformation of the leader producing purity and power through the work of the Holy Spirit. Luke's paradigm of Christian leadership includes an element of self-discipline in maintaining and cultivating the inner spiritual health of the leader through protracted personal prayer and careful study of the scriptures. In addition, the study indicated that spiritual leaders are motivated and empowered by wholehearted devotion to Christ and self-sacrificing compassion for others, particularly those who are suffering, in need, and neglected. The results demonstrated that Christian leadership is egalitarian and pluri-form, with no distinction in its applicability in religious and secular contexts. Further, Christian leadership principles lived out in the workplace are effective, but the results may not be measured by Western concepts of immediacy.

Hernandez, C. N. A. H. (2018). *Spirituality and authentic leadership development in neo-charismatic Christians of Latin America working in nonreligious organizations: A phenomenological study*. Alternate title: *Espiritualidad y desarrollo de liderazgo auténtico en Cristianos neocarismáticos que trabajan en organizaciones no religiosas en Latinoamérica: Un estudio fenomenológico*. Ph.D., Regent University, ProQuest Dissertations Publishing. 10975636.

Authentic leadership (AL) theory is a field of great interest due to its positive influence in an important number of leader, individual, group, and organizational outcomes. Spirituality can be an important element of AL development in order to facilitate a har-

monic relationship between the individual's identities (Klenke, 2007). This study explored the relationship between the leader's religious beliefs and practices and the development of AL with an emphasis in theological reflection (TR). The researcher interviewed and analyzed the leadership experiences of five members of the Neo-Charismatic Christian (NCC) tradition who work in nonreligious organizations based in Latin America. The researcher employed phenomenological inquiry to elucidate how leaders incorporate their religious-based spirituality into their leadership development processes. To triangulate the information, the researcher used theory on AL and interviewed two subordinates per leader, except for one case where only one subordinate was interviewed. Findings indicated that the five components more frequently described in AL theory and all the positive-oriented behaviors (POBs) were observed in participants' experiences, which support the presence and cultural affinity of AL in the Latin American context. Findings also showed that inputs related to spirituality were present among the clusters corresponding to four of the five AL components and within four of the six POBs, highlighting the importance of religious-based spirituality in the enactment of AL. Analysis of the emerging themes, indicated the possible existence of a different subidentity, self-tradition merge, operating within the spiritual identity system. Overall, when the leader has developed a spiritual identity, self-awareness and the other AL components will necessarily be developed partly in connection to elements of the spiritual beliefs and practices. These relationships were explicated in a model of TR for AL development based on Christian values and beliefs.

Ramseur, A. G. (2018). *The relationship between servant leadership, effective leadership, and ethical leadership: A non-profit organization correlational study*. Ed.D., Grand Canyon University, ProQuest Dissertations Publishing. 10974715.

The purpose of this quantitative correlational study was to determine to what extent a relationship exists between servant leadership and effective leadership; and servant leadership and ethical leadership in a non-profit organization, as perceived by employees. The foundational theories for this research were derived from Greenleaf's premise of servant leadership. A sample of 181 employees in a non-profit organization in Frisco, Texas participated in completing a survey to address the questions to what extent a relationship exists between servant leadership and effective leadership; and servant leadership and ethical leadership. The researcher collected data using a survey comprised of three instruments: Servant Leadership Scale; Leadership Practices Inventory; and the Perceived Leader Integrity Scale. Spearman's rho analysis indicated no significant correlation between servant leadership and effective leadership $r(180) = .033$, $p = .63$, nor servant leadership and ethical leadership $r(180) = -.002$, $p = .974$. Therefore, the researcher accepted the null hypothesis and concluded that no statistically significant relationships exist between servant leadership and effective leadership; nor servant leadership and ethical leadership, in a non-profit organization, as perceived by employees. These findings are not conclusive and cannot be generalized since the study was conducted using one non-profit organization in Texas. Further research should be conducted using multiple non-profit organiza-

tions to determine if servant leadership is related to effective leadership and ethical leadership.

Jagela, W. M. (2018). *Student perceptions of the influence of servant leadership at two private Christian denomination campuses*. Ed.D., Grand Canyon University, ProQuest Dissertations Publishing. 10928764.

The purpose of this qualitative descriptive single-case study was to explore student perceptions of servant leadership, how servant leadership influences involvement within their campus community, and their definition of servant leadership based on students attending two private denominational Christian universities in a mid-Atlantic Appalachian state. The theoretical foundation of this study was Greenleaf's theory of servant leadership, which was used to frame this study. This study used purposive sampling. This study was com-

prised of 20 participants pursuing an undergraduate degree, and the three sources of data included semi-structured interviews, questionnaires, and a researcher's journal. This study relied on the six steps of thematic analysis for data analysis. Three research questions that guided this study included: How does servant leadership influence the perceptions of students at two private Christian denominational campuses; How does servant leadership lead students to be involved in their campus community; and, How does servant leadership influence a student? The research in this study showed evidence that students were aware of servant leadership on their campuses and that they were influenced by and responsive to servant leadership. Data analysis resulted in the development of four themes including, Opportunities to Serve, Servant Leadership as a Driving Force, Domino Effect of Benevolent Actions, and Servant Leadership Running in the Background.

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